

ANALYSIS

This ordinance amends Title 5 - Personnel and Title 6 - Salaries, of the
Los Angeles County Code by:

- Amending various sections extending provisions negotiated with Supervisory
Peace Officers to non-represented peace officer classifications.

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By _____
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LJT:mag

02/25/05 (requested)
03/02/05 (revised)

ORDINANCE NO. _____

An ordinance amending Title 5 - Personnel and Title 6 - Salaries of the Los Angeles County Code, relating to Peace Officers.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 5.72.053 is hereby amended to read as follows:

5.72.053 Uniform allowance -- Peace officers.

A. Any person employed in a position of Captain (Item No. 2721), Captain, DA (Item No. 2896), Commander (Item No. 2723), Commander, DA (Item No. 2898), Detective (UC) (Item No. 9977), Detective (UC) (Item No. 9978), or Detective (UC) (Item No. 9980) shall be entitled to annual lump-sum payments as follows:

1. ~~\$1,000.00 payable between January 15, 2004 and January 30, 2004, provided such person was employed in said position on November 1, 2003;~~
Effective March 1, 2005, a person employed on a position of Captain (Item No. 2721), Captain, DA (Item No. 2896), Commander (Item No. 2723), Detective (UC) (Item No. 9977) or Detective (UC) (Item No. 9980) shall receive a one-time only lump-sum uniform allowance supplement payment of \$2,500.00;

2. ~~\$1,000.00 payable between December 1, 2004 and December 15, 2004 provided such person was employed in said position on November 1, 2004;~~
Effective March 1, 2005, for persons employed on positions of Commander, DA (Item No. 2898) or Detective (UC) (Item No. 9978), paid in accordance with the provisions contained in Title 6, Chapter 6.08, Part 3 of the Los Angeles County Code,

shall receive a one-time only lump-sum uniform allowance supplement payment of \$2,500.00 upon departmental certification that such person's performance is "Merit Performance" or better;

3. \$1,000.00 payable between December 1, 2005, and December 15, 2005, provided such person was employed in said position on November 1, 2005;

4. \$1,000.00 payable between December 1, 2006 and December 15, 2006 provided such person was employed in said position on November 1, 2006;

5. \$1,000.00 payable between December 1, 2007 and December 15, 2007 provided such person was employed in said position on November 1, 2007.

B. All payments made pursuant to this section shall be made by separate payroll warrant.

C. Any person employed in a position of Division Chief, Sheriff (UC) (Item No. 9968), Assistant Sheriff (UC) (Item 9969), Undersheriff (UC) (Item No. 9970), or Detective (UC) (Item No. 9979), shall be entitled to annual lump-sum payments as follows:

1. ~~\$500.00 payable between January 15, 2004 and January 30, 2004~~ provided such person was employed in said position on November 1, 2003; Effective March 1, 2005, persons employed in said positions, paid in accordance with the provisions contained in Title 6, Chapter 6.08, Part 3 of the Los Angeles County Code, shall receive a one-time only lump-sum uniform allowance supplement of \$1,250.00 upon departmental certification that such person's performance is "Merit Performance" or better;

2. \$500.00 payable between December 1, 2004~~5~~ and December 15, 2004~~5~~, provided such person was employed in said position on November 1, 2004~~5~~;

3. \$500.00 payable between December 1, 2005~~6~~, and December 15, 2005~~6~~, provided such person was employed in said position on November 1, 2005~~6~~;

4. \$500.00 payable between December 1, 2007 and December 15, 2007 provided such person was employed in said position November 1, 2007.

SECTION 2. Section 6.08.365 is hereby amended to read as follows:

6.08.365 Departmental special rates.

Special rates provided in Division 3 of Title 6 of this code shall be applicable to Plan Participants only as specifically provided in this section.

. . .

D. Sheriff.

1. Participants in the classes listed in paragraphs 2 and 3 of subsection A of Section 6.10.105 shall be entitled to receive the compensation provided by those provisions. Notwithstanding any other provision of this code, any POST bonus received by an employee shall be disregarded when calculating the amount of promotional increase to which the Participant is entitled pursuant to subsection C of Section 6.08.340;

2. Longevity Pay. a. Eligibility. Beginning July 1, 2005, each person employed in one of the following positions shall be eligible to receive longevity pay based on years of completed aggregate service in accordance with the implementation schedule provided in subparagraph d:

Item No.	Title
<u>2898</u>	<u>Commander, DA</u>
<u>9966</u>	<u>Field Deputy, Sheriff (UC)</u>
<u>9968</u>	<u>Division Chief, Sheriff (UC)</u>
<u>9969</u>	<u>Assistant Sheriff (UC)</u>
<u>9970</u>	<u>Undersheriff (UC)</u>

b. Such longevity pay shall be paid for aggregate service in the County of Los Angeles as a Deputy Sheriff (Item No. 2708). In the case of mergers or consolidations, as provided in Section 6.02.040 of this title, agency hire date as a safety employee shall be recognized for the purpose of determining aggregate service. Neither lateral law enforcement experience, military service buy-back, nor non-safety County work experience shall count toward meeting the aggregate service requirements for longevity pay.

c. The longevity pay provided by this subparagraph shall only be paid upon departmental certification that the employee's performance is "Merit Performance" or better. Whenever an "Unsatisfactory Performance" or "Improvement Needed Performance" evaluation is filed with the Director of Personnel, the longevity pay shall be cancelled and may not be restored until a "Merit Performance" or better rating is so filed.

d. Longevity pay based on years of aggregate service shall be implemented as follows:

1. Effective July 1, 2005, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this subparagraph shall be paid additional compensation of 3 percent higher than he would otherwise be entitled to receive upon the completion of 19 years of aggregate service.

2. Effective January 1, 2006, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this subparagraph shall be paid additional compensation of 7 percent higher than he would otherwise be entitled to receive upon the completion of 24 years of aggregate service.

3. Effective July 1, 2006, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this subparagraph shall be paid additional compensation of 11 percent higher than he would otherwise be entitled to receive upon the completion of 29 years of aggregate service.

e. The additional compensation provided by this paragraph shall constitute a base rate.

. . .

H. District Attorney. Longevity Pay. 1. Eligibility. Beginning July 1, 2005, each person employed in one of the following positions shall be eligible to receive

longevity pay based on years of completed aggregate service in accordance with the implementation schedule provided in paragraph 3:

Item No.	Title
<u>9978</u>	<u>Detective (UC)</u>
<u>9979</u>	<u>Detective (UC)</u>

2. Such longevity pay shall be paid for aggregate service in the County of Los Angeles as an Investigator, DA (Item No. 2889). In the case of mergers or consolidations, as provided in Section 6.02.040 of this title, agency hire date as a safety employee shall be recognized for the purpose of determining aggregate service. Neither lateral law enforcement experience, military service buy-back, nor non-safety County work experience shall count toward meeting the aggregate service requirements for longevity pay;

3. The longevity pay provided by this subsection shall only be paid upon departmental certification that the employee's performance is "Merit Performance" or better. Whenever an "Unsatisfactory Performance" or "Improvement Needed Performance" evaluation is filed with the Director of Personnel, the longevity pay shall be cancelled and may not be restored until a "Merit Performance" or better rating is so filed;

4. Longevity pay based on aggregate years of service shall be implemented as follows:

a. Effective July 1, 2005, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provision of Section 6.08.070, an eligible employee under this subsection shall be paid additional compensation of 3 percent higher than he would otherwise be entitled to receive upon the completion of 19 years of aggregate service;

b. Effective January 1, 2006, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this subsection shall be paid additional compensation of 7 percent higher than he would otherwise be entitled to receive upon the completion of 24 years of aggregate service;

c. Effective July 1, 2006, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this subsection shall be paid additional compensation of 11 percent higher than he would otherwise be entitled to receive upon the completion of 29 years of aggregate service.

5. The additional compensation provided by this subsection shall constitute a base rate.

SECTION 3. Section 6.10.115 is hereby added to read as follows:

6.10.115 Longevity pay – peace officers.

A. Eligibility.

1. Beginning July 1, 2005, each person employed in one of the following positions shall be eligible to receive longevity pay based on years of aggregate service in accordance with the implementation schedule provided in subsection B:

Item No.	Title
<u>2721</u>	<u>Captain</u>
<u>2723</u>	<u>Commander</u>
<u>2896</u>	<u>Captain, DA</u>
<u>9967</u>	<u>Executive Assistant, Sheriff (UC)</u>
<u>9977</u>	<u>Detective (UC)</u>
<u>9980</u>	<u>Detective (UC)</u>

2. Such longevity pay shall be paid for aggregate service in the County of Los Angeles as a Deputy Sheriff (Item No. 2708) or as an Investigator, DA (Item No. 2889). In the case of mergers of consolidations, as provided in Section 6.02.040 of this title, agency hire date as a safety employee shall be recognized for the purpose of determining aggregate service. Neither lateral law enforcement experience, military service buy-back, nor non-safety County work experience shall count toward meeting the aggregate service requirements for longevity pay.

B. Longevity pay based on years of aggregate service shall be implemented as follows:

1. Effective July 1, 2005, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions in Section 6.08.070, an eligible employee under this section shall be paid additional compensation of 12 standard salary levels higher than he would otherwise be entitled to receive upon the completion of 19 years of aggregate service;

2. Effective January 1, 2006, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this section shall be paid additional compensation of 28 standard salary levels higher than he would otherwise be entitled to receive upon the completion of 24 years of aggregate service;

3. Effective July 1, 2006, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this section shall be paid additional compensation of 4 standard salary schedules, (44 standard salary levels) higher than he would otherwise be entitled to receive upon the completion of 29 years of aggregate service;

4. The additional compensation provided by this section shall constitute a base rate.

Section 4. Pursuant to Sections 25123(e) and 25123 (f) of the Government Code, this ordinance shall take effect immediately upon final passage. If this ordinance becomes effective after March 1, 2005, it shall be construed and applied as if it were effective and operative on and after March 1, 2005.

[PeaceOfficers-GLLT]